

**Introduced by Senator Romero**

February 19, 2003

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An act to add Section 66054 to the Education Code, relating to postsecondary education.

LEGISLATIVE COUNSEL'S DIGEST

SB 336, as introduced, Romero. Postsecondary Educational Institutions: hiring practices.

Existing law establishes the various segments of the higher education system in the state. These segments include the University of California, which is administered by the Regents of the University of California, the California State University, which is administered by the Trustees of the California State University, the California Community Colleges, which are administered by the Board of Governors of the California Community Colleges, and various private institutions of higher learning. Existing law, known as the Donahoe Higher Education Act, sets forth, among other things, legislative intent for the adoption of policies and procedures to ensure that new faculty are competent in classroom teaching.

This bill would require the Office of the Legislative Analyst to commission a study of the hiring practices of postsecondary educational institutions. The bill would authorize the Office of the Legislative Analyst to request that representatives of the University of California, the California State University, and the California Community Colleges be used to help examine the hiring practices. The bill would require that the study specifically examine hiring search processes.

Vote: majority. Appropriation: no. Fiscal committee: no. State-mandated local program: no.

*The people of the State of California do enact as follows:*

- 1 SECTION 1. Section 66054 is added to the Education Code,  
2 to read:  
3 66054. The Office of the Legislative Analyst shall  
4 commission a study of the hiring practices of postsecondary  
5 educational institutions. Representatives of the University of  
6 California, the California State University, and the California  
7 Community Colleges may be requested to help examine the hiring  
8 practices. The study shall specifically examine hiring search  
9 processes, including, but not limited to, the following:  
10 (a) Whether or not the value of diverse faculty backgrounds is  
11 included in job descriptions.  
12 (b) The diversity of the composition of search committees.  
13 (c) Whether or not postsecondary educational institutions  
14 publicize job opportunities.  
15 (d) The manner in which postsecondary educational  
16 institutions publicize job opportunities.  
17 (e) Whether or not the postsecondary educational institutions  
18 utilize any faculty incentive programs.

